

**PAUL CHAPDELAINE**

**FMCS - 3995**

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**Present Occupation:** Arbitrator and Mediator

**PROFESSIONAL AFFILIATIONS:**

American Arbitration Association	National Association of Railroad Referees
National Mediation Board	Federal Mediation and Conciliation Service
Labor and Employment Relations Association	

**EDUCATION:**

BS (Magna cum Laude) Business/Mgmt. Northeastern Oklahoma State University - 1990  
Northwestern University Alternative Dispute Resolution/Mediation - 1995  
The Resolution Group Alternative Dispute Resolution/Mediation - 1996  
National Mediation Board Dispute Mediation/Int. Based Bargaining - 2003  
Federal Mediation & Conciliation Service Labor Arbitration Workshop - 2007  
National Academy of Arbitrators Arbitrator Workshops - 2008 – 2013  
American Arbitration Association Labor Arbitrator Workshop – 2012, 2013

**PERMANENT PANELS:**

American Airlines/Passenger Service Employees, City of Houston/Houston Police Officers Union, U.S.  
Postal Service/American Postal Workers Union, U.S. Postal Service/National Rural Letter Carriers  
Association, U.S. Postal Service/National Association of Letter Carriers,

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

**2005 – Present:** Arbitrator/Mediator. Arbitrate labor disputes (see industries and issues below) for AAA, FMCS, NMB, NARR, and Permanent Panels. (see panels below)

**2001 to 2004:** Senior Contract Administrator, Air Line Pilots Association. Represented pilots at grievance investigations/hearings. Participated in Interest Based Bargaining and negotiation of airline pilot contracts.

**1996 to 2001:** Director of Labor Relations, Independent Association of Continental Pilots. Pilot advocate at grievance investigations/arbitration hearings. Responsible for administration of all Union elections and referendum ballots, administration and dispute resolution of professional and clerical office staff and overall direction and management of national union office.

**1990 to 1996:** Employee Relations Counsel, American Airlines. Company advocate at grievance investigations/arbitration hearings. Employee advocate at non-union employee grievance/mediation panels. Neutral member of tripartite System Board and Company/Union sick leave mediation panel. Conducted labor relations, investigation, mediation and arbitration training for new labor relations advocates. Also responsible for negotiation and application of Collective Bargaining Agreements involving more than 40,000 ground employees and flight crew members.

**1984 to 1990:** Labor Relations Representative, American Airlines Maintenance and Engineering Center, Tulsa, Oklahoma. Represented Company in day-to-day interaction with local union officers. Company advocate at grievance investigations/arbitration hearings. Also conducted labor relations, investigation, mediation and arbitration training for Company supervisors served as employee advocate on non-union employee grievance/mediation panel. Responsible for administration and application of various Transport Workers Union Collective Bargaining Agreements and Company Regulations for all local TWU represented mechanics, stock clerks and ramp workers.

**INDUSTRIES:**

Aerospace; Airlines; Chemicals; Correction; Facilities Maintenance; Fire; Food/Grocery; Grain/Mill; Manufacturing; National Defense; Office/Clerical Workers; Petroleum; Police; Post Office; Railroad; Refrigeration/HVAC; Retail Stores; Security; Supply/Warehouse.

**ISSUES:**

Affirmative Action; Absenteeism/Attendance; Arbitrability; Bargaining Unit Work; Bonus; Chronic Illness; Conduct (On/Off-Duty)/Personal; Demotion; Disability; Discipline (Non-Discharge); Discipline (Discharge); Disparate Treatment; Drug/Alcohol Offenses; Discrimination; EAP; Emergency Closure; Field Work; Fighting; Firearms; FMLA; Grievance Mediation; Hate-Related Misconduct; Health/Hospitalization; Holiday Work; Holiday Pay; Incentive Pay; Indebtedness; Insubordination; Insurance; Job Classification; Job Performance; Lay Off; Leave; Letters of Demand; Overtime Work/Pay; Pension and Welfare Plans; Promotion; Reduction in Force; Retirement; Safety/Health Conditions; Scope; Seniority; Sexual Harassment; Slowdowns; Subcontracting/Contracting Out; Tardiness; Union Security; Vacation; Work Performance; Work Stoppage.

**ARBITRATION ROSTERS**

American Arbitration Association  
Federal Mediation and Conciliation Service  
National Association of Railroad Referees  
National Mediation Board

**PUBLISHED CASES:**

128 LA 214; 128 LA 376; 129 LA 1189; 130 LA 563; 130 LA 913; 130 LA 1277

**FEES:**

**Per Diem Fee:**

**Grievance Arbitration:** The fee is \$1050 per day for hearing, and for research and preparation of the opinion and award. A hearing day is a portion of a day up to eight hours.

**Grievance/Dispute Mediation:** The fee is \$1,250 per day for hearing, settlement talks and the preparation of the settlement agreement. A hearing date is any portion of a day up to eight hours.

**Travel Time and Expenses:** Time spent in travel is calculated at the regular per diem rate and charges for expenses are billed at actual cost.

**Cancellation Policy:** If the scheduled hearing is postponed or canceled with notice of less than 21 calendar days, the per diem fee for each scheduled hearing date shall be charged if another matter cannot be set in its place.

**Administrative Fee:** Arbitrator reserves the right to charge an administrative fee, as provided for in Section 1404.15.(c) of FMCS rules, for unusual amounts of time and expense relative to the pre-hearing and post-hearing administration of the case. Arbitrator will inform the parties of such fee immediately when such unusual work will involve an administrative fee.